

**MICHIGAN DEPARTMENT OF CIVIL SERVICE
JOB SPECIFICATION**

WILDERNESS INSTRUCTOR

JOB DESCRIPTION

Employees in this job function as professional wilderness instructors in a residential care and treatment program, participate in and oversee the performance of a variety of cognitive behavioral (experiential) and wilderness activities designed to provide (1) behavioral diagnostic assessment of delinquent youths, (2) an opportunity to counsel delinquent youths in more productive ways of responding to life events, and (3) an opportunity to reinforce a delinquent youth's productive behavior with others, often under stressful circumstances. Activities are coordinated through a treatment team where the employee contributes toward the development of the participant's individual treatment goals and objectives. Work is performed through the application of a body of knowledge related to professional counseling, teaching, crisis intervention, group management, conflict resolution, and cognitive behavioral methods, practices, procedures, policies, and regulations.

There are four classifications in this job.

Position Code Title – Wilderness Instructor-E

Wilderness Instructor 9

This is the entry level. As a trainee, the employee, with no professional experience, receives on-the-job training and close supervision while learning to perform Wilderness Instructor assignments.

Wilderness Instructor 10

This is the intermediate level. The employee is performing, with increasing responsibility, an expanding range of professional Wilderness Instructor assignments.

Wilderness Instructor P11

This is the experienced level. The employee independently performs the full range of professional Wilderness Instructor assignments.

Position Code Title – Wilderness Instructor-A

Wilderness Instructor 12

This is the advanced level. The employee functions as a lead worker, responsible for overseeing the work assignments of other professionals.

NOTE: Employees generally progress through this series to the experienced-level based on satisfactory performance and possession of the required experience.

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JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Creates a physically and emotionally safe environment for delinquent youth to participate in a variety of selected wilderness activities on a year-round basis.

Teaches and develops a group of delinquent youth in various wilderness skills, such as camp crafts, orienteering, first aid, backpacking, cross country skiing, snow shoeing, etc., so that they might function relatively independently within the parameters of the wilderness trips.

Observes youth behaviors, primarily in a wilderness setting, and assesses their actions.

Develops and implements a treatment strategy to satisfactorily resolve specific behavioral problems or situations.

Participates with treatment team in developing other individual and group treatment goals and objectives, then implements treatment strategies in a wilderness setting.

Provides written and verbal reports to the treatment team on the progress made by individuals and the group in achieving their treatment goals and objectives during the wilderness trips.

Develops trip itinerary, checks equipment, and secures additional equipment, when necessary, to enable operation of safe wilderness trips.

Transports delinquent youths by motor vehicle.

Provides experiential education training for residential care staff.

Conducts team building activities, both within the Family Independence Agency and for other human service organizations.

Conducts experiential wilderness trips for non-Nokomis youth groups.

May perform related essential functions appropriate to the class and other non-essential functions as required.

Additional Job Duties

Wilderness Instructor 12 (Lead Worker)

Oversees work of professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

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JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is necessary at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the problems and behavior patterns of delinquent youths.

Knowledge of delinquent subculture.

Knowledge of group dynamics and treatment processes.

Knowledge of crisis intervention, conflict resolution, and group management processes.

Knowledge of camp crafts, orienteering, first aid, backpacking, cross country skiing, rock climbing, and spelunking.

Knowledge of cooperatives and initiatives.

Knowledge of cognitive behavior principles.

Ability to implement group treatment dynamics.

Ability to relate with peers and delinquent youths.

Ability to document observed behaviors and to prepare reports related to the work assigned.

Ability to teach the fundamental skills in camp craft, orienteering, first aid, backpacking, cross country skiing, rock climbing, and spelunking.

Ability to create a physically and emotionally safe wilderness experience for delinquent youth.

Ability to communicate effectively.

Ability to maintain favorable public relations.

Wilderness Instructor 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

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Working Conditions

Additionally, work related to the wide range of year round wilderness activities, such as camping, hiking, skiing, canoeing, and rock climbing requires the application of methods, practices, procedures, policies, and regulations associated with the specific activities.

Some jobs require an employee to work in adversarial situations.

Some jobs require an employee to work on high structures.

Some jobs require an employee to be exposed to inclement weather conditions.

Some jobs require an employee to work outdoors as well as in an office.

Some jobs require an employee to work where there is a significant chance of injury.

Physical Requirements

The job duties require an employee to bend, stoop, reach, or stand, extended periods.

The job duties require an employee to climb high structures at heights (50' to 500').

The job duties require an employee to walk and/or stand for extended periods.

The job duties require an employee to work under stressful conditions.

The job duties require an employee to move heavy objects.

The job duties require an employee to traverse rough terrain.

The job duties require an employee to direct and participate in outdoors-recreational activities with juveniles from courts.

Education

Possession of a master's degree in experiential education, therapeutic recreation, outdoor recreation, criminal justice, social work, psychology, special education, or social welfare.

Experience

Wilderness Instructor 9

No specific type or amount is required.

Wilderness Instructor 10

One year of full time professional experience in wilderness instruction, special education teaching, counseling, recreational therapy, or survival instruction.

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OR

One year of experience as a Wilderness Instructor 9 or Youth Group Leader 9.

Wilderness Instructor P11

Two years of full time professional experience in wilderness instruction, special education teaching, counseling, recreational therapy, or survival instruction.

OR

One year of experience as a Wilderness Instructor 10 or Youth Group Leader 10.

Wilderness Instructor 12

Three years of full time professional experience in wilderness instruction, special education teaching, counseling, recreational therapy, or survival instruction.

OR

One year of experience as a Wilderness Instructor P11 or Youth Group Leader P11.

Special Requirements, Licenses, and Certifications

Completion of probation period will be dependent upon meeting certification requirements.

Within six months of employment, must obtain and/or retain a current CPR certification, First Responder certification, and Life Guarding certification.

Must be able to pass the appropriate Nokomis Performance Test.

Ability to obtain a valid Michigan driver's license.

Possession of the commercial driver's license (CDL) issued by the Secretary of State as required by Public Act 346 of 1988 to operate a designated state vehicle.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

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JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

| <u>Job Code</u> | <u>Job Code Description</u> |
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| WILDERINS | Wilderness Instructor |
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| <u>Position Title</u> | <u>Position Code</u> | <u>Pay Schedule</u> |
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| Wilderness Instructor-E | WILDINSE | U11-022 |
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| Wilderness Instructor-A | WILDINSA | U11-031 |
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ECP Group 2
Revised 7/23/2001
MW/VLWT/BHH